

## PUBLIC BROADCASTING AUTHORITY CODE OF ETHICS

### Section 1 - Authority -

In accordance with N.J.S.A. 52:13D-12 et seq., the Public Broadcasting Authority hereby promulgates this Code of Ethics to govern the conduct of commissioners and employees of the Authority.

### Section 2 - Definitions -

"Employee" shall mean any person employed on a temporary or permanent basis by the Authority whether in the classified or unclassified service except that "employee" shall not include a person receiving no compensation other than a sum in reimbursement of expenses whether payable per diem or per annum.

"Commissioner" or "Designee" shall mean any member of the *New Jersey* Public Broadcasting Commission appointed under N.J.S.A. 43:23-4.

### Section 3 - Advisory Opinions; Intent of Code -

It is not possible to set forth in a Code of Ethics, standards which would be applicable to every situation which may arise and which might form the basis of a conflict of interest. In the event that a situation arises in which the employee is uncertain of whether or not a contemplated course of action would result in a violation of the statute or this Code, he/she shall refer the matter to the Executive Director of the Authority who shall either render an opinion or, where appropriate, forward it to the Executive Commission on Ethical Standards for an advisory opinion. Where the opinion is rendered by the Executive Director, a copy shall be sent to the Executive Commission on Ethical Standards.

The guiding principle of this Code of Ethics shall be that employees of the Authority must avoid conduct which is in violation of their public trust.

### Section 4 - Notice to Employees -

Each employee shall be given a copy of and shall be required to read the New Jersey Conflicts of Interest Law, N.J.S.A. 52:13D-12 et seq., and a copy of this Code of Ethics.

## Section 5 - Standards of Conduct

In addition to those standards and prohibitions established by the New Jersey Conflicts of Interest Law, the following standards are hereby adopted by the Authority:

- (a) No employee shall have any interest, financial or otherwise, direct or indirect, or engage in any business or transaction or professional activity, which is in substantial conflict with the proper discharge of his/her duties as an employee of the Authority;
- (b) No commissioner or employee shall engage in any particular business, profession, trade or occupation which is subject to licensing or regulation by a specific agency of State Government without promptly filing notice of such activity with the Executive Director of the Authority who shall immediately forward such notice together with the title and description of the official duties and responsibilities of such commissioner or employee to the Executive Commission on Ethical Standards.
- (c) No commissioner or employee shall use or attempt to use his official position with the Authority to secure unwarranted privileges or advantages for him/herself or others;
- (d) Commissioners of the Authority will absent themselves from Authority actions relating to the solicitation of gifts, grants, program underwriting or other similar actions when or if such solicitation or transaction involves any company or organization by which they are either employed or in which they hold or control more than 10% of the stock;
- (e) No employee shall act in his/her official capacity in any matter wherein he/she has a direct or indirect personal financial interest that might reasonably be expected to impair his/her objectivity or independence of judgment;
- (f) No employee shall undertake any employment or service, whether compensated or not, which might reasonably be expected to impair his/her objectivity and independence of judgment in the exercise of his/her official duties with the Authority;

(g) No employee of the Authority shall accept or solicit from any person anything of value which he/she knows or has reason to believe is offered to him/her with intent to influence him/her in the performance of his/her public duties and responsibilities. This shall not apply to contributions solicited or accepted on behalf of the campaign of an announced candidate for an elected office;

(h) No employee of the Authority shall knowingly act in any way that might reasonably be expected to create an impression or suspicion among the public having knowledge of this act that he/she may be engaged in conduct violative of his/her trust as an employee" of the Authority.

#### Section 6 - Additional Requirements for Ethical Conduct -

Below there is quoted the general standard which the New Jersey Conflicts of Interest Law provides for the guidance of all employees in the state: "Rules of conduct adopted pursuant to these principles should recognize that under our democratic form of government public officials and employees should be drawn from all of our society; that citizen who serve in government cannot and should not be expected to be without any personal interest in the decisions and policies of government; that citizens who are government officials and employees have a right to private interests of a personal, financial and economic nature; that standards of conduct should separate those conflicts of interests which are unavoidable in a free society from those conflicts of interest which are substantial and material, or which bring government into disrepute."

#### Section 7 - Effective Date -

This Code of Ethics shall take effect immediately upon approval by the New Jersey Public Broadcasting Authority.

APPROVED BY THE  
EXECUTIVE COMMISSION  
ON ETHICAL STANDARDS  
Meeting of August 21, 1974  
JOHN A WADDINGTON, CHAIRMAN

Lawrence T. Frymire  
Executive Director and Secretary

Adopted by the Authority at its regular meeting July 11, 1974

Edward S. Meade, Jr.  
Chairman